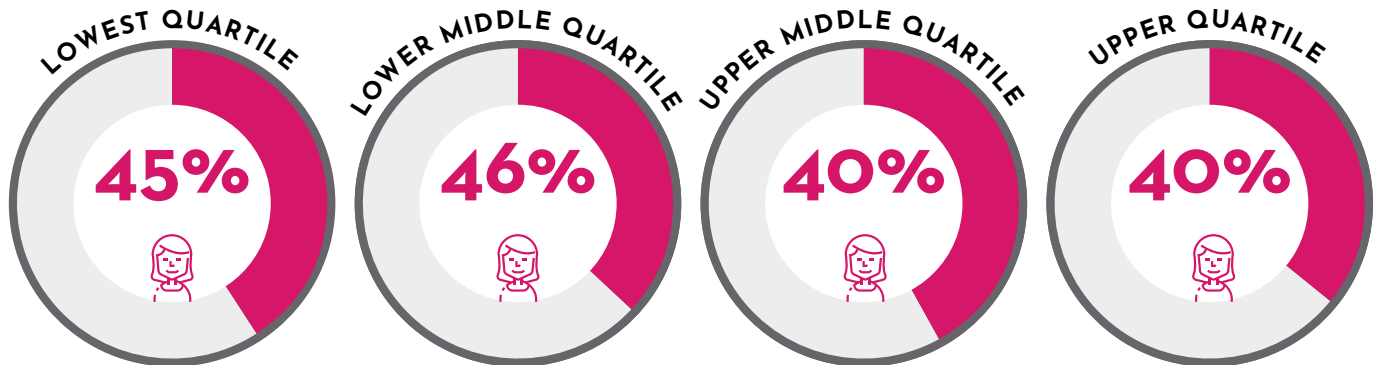


GENDER PAY GAP REPORTING 2021/2022



**MEAN GENDER
PAY GAP
IS**

10%

**MEDIAN GENDER
PAY GAP
IS**

8%

**MEAN BONUS
GENDER PAY GAP
IS**

-52%

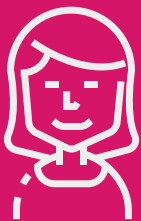
**MEDIAN BONUS
GENDER PAY GAP IS**

0%

RHUBARB PAID A BONUS TO
10% OF IT'S MALE
STAFF

RHUBARB PAID A BONUS TO
15% OF IT'S FEMALE
STAFF

WHY EQUAL PAY AND THE GENDER PAY GAP ARE NOT THE SAME



EQUAL PAY:

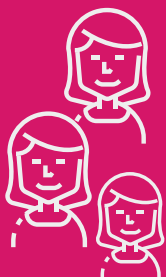
Men and women
are paid the same
for like work.



15.5%*

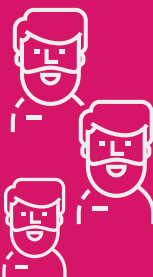
NATIONAL AVERAGE:

Gender pay gap



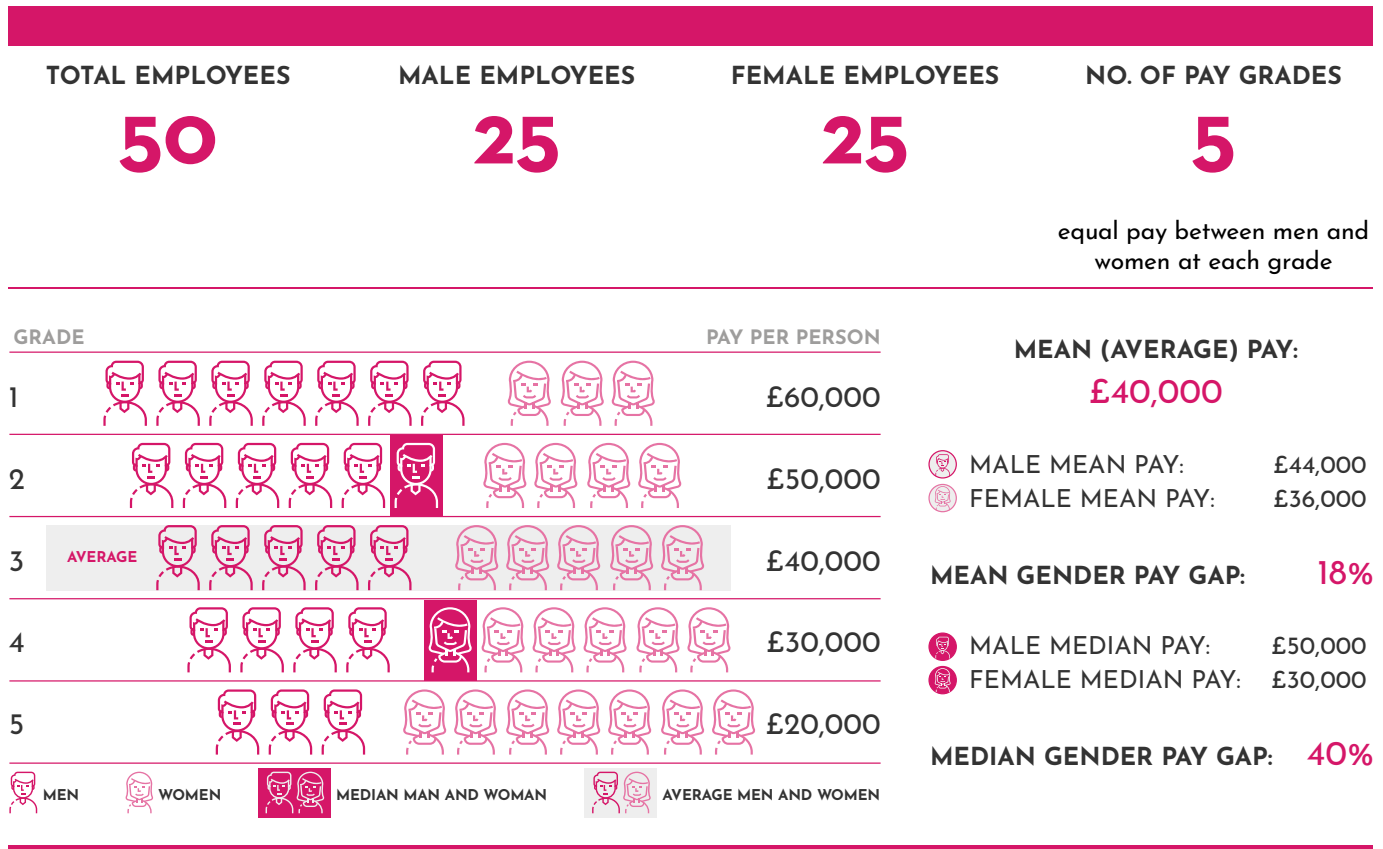
GENDER PAY GAP:

The difference between the
gross hourly earnings for both
men and women across an
organisation



NATIONALLY,
ONE OF THE MAIN
REASONS FOR THE GENDER
PAY GAP IS MORE MEN ARE LIKELY
TO HOLD SENIOR POSITIONS

UNDERSTANDING MEDIAN AND MEAN PAY GAPS BETWEEN MEN AND WOMEN



RHUBARB FOOD DESIGN LTD: 2022 GENDER PAY GAP DATA

Address: 5-25 burr Road, London, United Kingdom, SW18 4SQ | Sector: Accommodation and food service activities

Person responsible for employer's report: Andrew Gifford, Head of HR

HOURLY RATE

Women's hourly rate is:

10%

LOWER
(mean)

7.5%

LOWER
(median)

PAY QUANTILES

How many men and women are in each quarter of the employer's payroll



60%

Top quartile



40%

60%

Upper middle quartile

40%

54%

Lower middle quartile

46%

55%

Lower quartile

45%

BONUS PAY

Women's bonus pay is:

52%

LOWER
(mean)

0%

HIGHER
(median)

Who received bonus pay?



10.9%



15.2%